

Market Analysis:

July 2002

- Deputy County Administrator
- Assistant County Administrator
- Deputy County Attorney
- Assistant County Administrator

| Position | Jurisdiction | 2000 Population | FY 2003 Salary | | Recommendation | Budget Impact |
|------------------------------------------------------------|--------------|--------------------|----------------|------------|------------------------|------------------|
| | | | Minimum | Maximum | | |
| Deputy County Administrator | Albemarle | 79,236 | \$ 70,706 | \$ 113,129 | | |
| | Fauquier | 55,139 | \$ 62,261 | \$ 93,392 | | |
| | Frederick | 59,209 | | | | |
| | James City | 48,102 | | | | |
| | Stafford | 92,446 | \$ 65,767 | \$ 107,723 | | |
| | York | 56,297 | | | | |
| Average, excluding Fauquier | | | \$ 68,237 | \$ 110,426 | | |
| Fauquier's Delta from average | | | \$ 5,976 | \$ 17,034 | | |
| Comparison of Fauquier vs. average of others | | | -9% | -15% | | |
| With upgrade from Grade 56 to Grade 61 | | | \$ 68,003 | \$ 102,008 | Upgrade to Grade 61 | |
| Delta from average | | | \$ 234 | \$ 8,418 | 10% increase | \$ 8,434 |
| Comparison of new grade vs. average of other jurisdictions | | | 0% | -8% | (2.5%/grade up to 10%) | |
| | | | | | | |
| Assistant County Administrator | Albemarle | 79,236 | \$ 70,706 | \$ 113,129 | | |
| | Fauquier | 55,139 | \$ 58,813 | \$ 88,221 | | |
| | Frederick | 59,209 | \$ 55,000 | \$ 90,000 | | |
| | James City | 48,102 | \$ 78,116 | \$ 117,174 | | |
| | Stafford | 92,446 | | | | |
| | York | 56,297 | \$ 58,659 | \$ 90,490 | | |
| Average, excluding Fauquier | | | \$ 65,620 | \$ 102,698 | | |
| Fauquier's Delta from average | | | \$ 6,807 | \$ 14,477 | | |
| Comparison of Fauquier vs. average of others | | | -10% | -14% | | |
| With upgrade from Grade 53 to Grade 59 | | | \$ 65,706 | \$ 98,561 | Upgrade to Grade 59 | |
| Delta from average | | | \$ (86) | \$ 4,137 | 10% increase | \$ 7,754 |
| Comparison of new grade vs. average of other jurisdictions | | | 0% | -4% | (2.5%/grade up to 10%) | |
| | | | | | | |
| | | | | | | |

Market Analysis:

July 2002

- Deputy County Administrator
- Assistant County Administrator
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|------------------------------------------------------------|------------|--------|-----------|------------|------------------------|------------------|
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| Deputy County Attorney | Albemarle | 79,236 | \$ 61,423 | \$ 98,275 | | |
| | Fauquier | 55,139 | \$ 54,216 | \$ 81,324 | | |
| | Frederick | 59,209 | | | | |
| | James City | 48,102 | \$ 66,908 | \$ 100,362 | | |
| | Stafford | 92,446 | \$ 51,376 | \$ 84,178 | | |
| | York | 56,297 | \$ 55,867 | \$ 86,133 | | |
| | | | | | | |
| Average, excluding Fauquier | | | \$ 58,894 | \$ 92,237 | | |
| Fauquier's Delta from average | | | \$ 4,678 | \$ 10,913 | | |
| Comparison of Fauquier vs. average of others | | | -8% | -12% | | |
| | | | | | | |
| With upgrade from Grade 49 to Grade 53 | | | \$ 58,813 | \$ 88,221 | Upgrade to Grade 53 | |
| Delta from average | | | \$ 81 | \$ 4,016 | 10% increase | \$ 6,601 |
| Comparison of new grade vs. average of other jurisdictions | | | 0% | -4% | (2.5%/grade up to 10%) | |
| | | | | | | |
| | | | | | | |
| Assistant County Attorney (2 positions) | Albemarle | 79,236 | \$ 53,359 | \$ 85,373 | | |
| | Fauquier | 55,139 | \$ 46,170 | \$ 69,255 | | |
| | Frederick | 59,209 | | | | |
| | James City | 48,102 | \$ 53,038 | \$ 79,558 | | |
| | Stafford | 92,446 | \$ 48,900 | \$ 80,121 | | |
| | York | 56,297 | | | | |
| | | | | | | |
| Average, excluding Fauquier | | | \$ 51,766 | \$ 81,684 | | |
| Fauquier's Delta from average | | | \$ 5,596 | \$ 12,429 | | |
| Comparison of Fauquier vs. average of others | | | -11% | -15% | | |
| | | | | | | |
| With upgrade from Grade 42 to Grade 47 | | | \$ 51,917 | \$ 77,876 | Upgrade to Grade 47 | |
| Delta from average | | | \$ (151) | \$ 3,808 | 10% increase | \$ 9,915 |
| Comparison of new grade vs. average of other jurisdictions | | | 0% | -5% | (2.5%/grade up to 10%) | |
| | | | | | | |
| | | | | | | |
| Total budget impact | | | | | | \$ 32,704 |

**FAUQUIER COUNTY GOVERNMENT
CLASSIFICATION AND PAY PLAN**

Effective June 1, 2002 - Revision proposed July 2002

| FLSA CODE | GRADE | JOB CODE | POSITION | HOURS/ WEEK | MIN | MAX |
|------------------------|-------|-------------|--------------------------------------|----------------|----------|----------|
| <u>GRADE 42</u> | | | | | | |
| E | 42 | 10133 | ASST. COMMONW.'S ATTY. | 40 hour | \$49,247 | \$73,872 |
| E | 42 | 10033 | ASST. COUNTY ATTORNEY | 37.5 hour | \$46,170 | \$69,255 |
| E | 42 | 10056 | CONSTRUCTION PROJECT MGR. | Hourly | \$23.68 | \$35.51 |
| E | 42 | 06026 | SUPERVISOR, MAINTENANCE | | | |
| <u>GRADE 43</u> | | | | | | |
| E | 43 | 10134 | ASST. COMMONW.'S ATTY., SR. | 40 hour | \$50,474 | \$75,711 |
| E | 43 | 10034 | ASST. COUNTY ATTORNEY, SR. | 37.5 hour | \$47,319 | \$70,979 |
| E | 43 | 36025 | CHIEF, PLANNING | Hourly | \$24.27 | \$36.40 |
| E | 43 | 36030 | CHIEF, ZON., PERMIT. & INSPECT. | | | |
| E | 43 | 36035 | COUNTY ENGINEER | | | |
| E | 43 | 20003 | DEPUTY SHERIFF-MAJOR | | | |
| E | 43 | 06028 | MGR., SUPPORT OPERATIONS | | | |
| <u>GRADE 44</u> | | | | | | |
| | 44 | | | 40 hour | \$51,700 | \$77,550 |
| | | | | 37.5 hour | \$48,469 | \$72,703 |
| | | | | Hourly | \$24.85 | \$37.29 |
| <u>GRADE 45</u> | | | | | | |
| E | 45 | 32109 | ASST. DIRECTOR, FINANCE | 40 hour | \$52,926 | \$79,388 |
| E | 45 | 15050 | DIR., ADULT COURT SVCS. | 37.5 hour | \$49,618 | \$74,427 |
| E | 45 | 15305 | DIR., JOINT COMMUNICATIONS | Hourly | \$25.44 | \$38.17 |
| E | 45 | 20053 | OES FIRE MARSHALL | | | |
| <u>GRADE 46</u> | | | | | | |
| | 46 | | | 40 hour | \$54,152 | \$81,229 |
| | | | | 37.5 hour | \$50,768 | \$76,152 |
| | | | | Hourly | \$26.04 | \$39.05 |
| <u>GRADE 47</u> | | | | | | |
| E | 47 | 26001 | DIR., PARKS & RECREATION | 40 hour | \$55,378 | \$83,067 |
| | | | Assistant County Attorney (proposed) | 37.5 hour | \$51,917 | \$77,876 |
| | | | | Hourly | \$26.63 | \$39.93 |

GRADE 48

| | | | | | | |
|---|----|-------|----------------------------|-----------|----------|----------|
| E | 48 | 20001 | DEPUTY SHERIFF-LT. COLONEL | 40 hour | \$56,605 | \$84,907 |
| E | 48 | 31034 | DIR., HUMAN RESOURCES | 37.5 hour | \$53,067 | \$79,600 |
| E | 48 | 35001 | DIR., LIBRARY | Hourly | \$27.21 | \$40.82 |
| E | 48 | 63003 | DIR., OFC. OF MGMT/BUDGET | | | |

GRADE 49

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|---|----|-------|------------------------------|-----------|----------|----------|
| E | 49 | 10132 | DEPUTY COMMONW.'S ATTY. | 40 hour | \$57,830 | \$86,746 |
| E | 49 | 10032 | DEPUTY COUNTY ATTORNEY | 37.5 hour | \$54,216 | \$81,324 |
| E | 49 | 77000 | DIR., ECONOMIC DEVELOPMENT | Hourly | \$27.80 | \$41.70 |
| E | 49 | 06002 | DIR., ENVIRONMENTAL SERVICES | | | |
| E | 49 | 25055 | DIR., SOCIAL SERVICES | | | |
| E | 49 | 20051 | OES COORDINATOR | | | |

GRADE 50

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|----|--|--|--|-----------|----------|----------|
| 50 | | | | 40 hour | \$59,056 | \$88,584 |
| | | | | 37.5 hour | \$55,366 | \$83,048 |
| | | | | Hourly | \$28.40 | \$42.59 |

GRADE 51

| | | | | | | |
|---|----|-------|-----------------------------|-----------|----------|----------|
| E | 51 | 36042 | DIR., COMMUNITY DEVELOPMT. | 40 hour | \$60,283 | \$90,425 |
| E | 51 | 32110 | DIR., FINANCE | 37.5 hour | \$56,515 | \$84,773 |
| E | 51 | 95020 | DIR., INFORMATION RESOURCES | Hourly | \$28.98 | \$43.48 |
| E | 51 | 06029 | DIR., SUPPORT SERVICES | | | |

GRADE 52

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|----|--|--|--|-----------|----------|----------|
| 52 | | | | 40 hour | \$61,509 | \$92,263 |
| | | | | 37.5 hour | \$57,665 | \$86,497 |
| | | | | Hourly | \$29.57 | \$44.36 |

GRADE 53

| | | | | | | |
|---|----|-------|-----------------------------------|-----------|----------|----------|
| E | 53 | 10013 | ASST. COUNTY ADMINISTRATOR | 40 hour | \$62,734 | \$94,102 |
| | | | Deputy County Attorney (proposed) | 37.5 hour | \$58,813 | \$88,221 |
| | | | | Hourly | \$30.16 | \$45.24 |

GRADE 54

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|----|--|--|--|-----------|----------|----------|
| 54 | | | | 40 hour | \$63,961 | \$95,941 |
| | | | | 37.5 hour | \$59,964 | \$89,945 |
| | | | | Hourly | \$30.75 | \$46.12 |

GRADE 55

| | | | | | | |
|----|--|--|--|-----------|----------|----------|
| 55 | | | | 40 hour | \$65,187 | \$97,780 |
| | | | | 37.5 hour | \$61,113 | \$91,669 |
| | | | | Hourly | \$31.34 | \$47.01 |

GRADE 56

| | | | | | | |
|---|----|-------|---------------------------|-----------|----------|----------|
| E | 56 | 10012 | DEPUTY CTY. ADMINISTRATOR | 40 hour | \$66,412 | \$99,619 |
| | | | | 37.5 hour | \$62,261 | \$93,392 |
| | | | | Hourly | \$31.93 | \$47.90 |

Proposed Additional Grades**GRADE 57**

| | | | | | | |
|---|----|-------|--|-----------|----------|-----------|
| E | 57 | 10012 | | 40 hour | \$67,638 | \$101,458 |
| | | | | 37.5 hour | \$63,409 | \$95,115 |
| | | | | Hourly | \$32.52 | \$48.78 |

GRADE 58

| | | | | | | |
|---|----|-------|--|-----------|----------|-----------|
| E | 58 | 10012 | | 40 hour | \$68,864 | \$103,297 |
| | | | | 37.5 hour | \$64,557 | \$96,838 |
| | | | | Hourly | \$33.11 | \$49.66 |

GRADE 59

| | | | | | | |
|---|----|-------|-------------------------------------------|-----------|----------|-----------|
| E | 59 | 10012 | Assistant County Administrator (proposed) | 40 hour | \$70,090 | \$105,135 |
| | | | | 37.5 hour | \$65,706 | \$98,561 |
| | | | | Hourly | \$33.70 | \$50.55 |

GRADE 60

| | | | | | | |
|---|----|-------|--|-----------|----------|-----------|
| E | 60 | 10012 | | 40 hour | \$71,316 | \$106,974 |
| | | | | 37.5 hour | \$66,854 | \$100,285 |
| | | | | Hourly | \$34.29 | \$51.43 |

GRADE 61

| | | | | | | |
|---|----|-------|----------------------------------------|-----------|----------|-----------|
| E | 61 | 10012 | Deputy County Administrator (proposed) | 40 hour | \$72,541 | \$108,812 |
| | | | | 37.5 hour | \$68,003 | \$102,008 |
| | | | | Hourly | \$34.88 | \$52.31 |

GRADE 62

| | | | | | | |
|---|----|-------|--|-----------|----------|-----------|
| E | 62 | 10012 | | 40 hour | \$73,767 | \$110,651 |
| | | | | 37.5 hour | \$69,151 | \$103,731 |
| | | | | Hourly | \$35.46 | \$53.20 |

[illegible]